

16. HUMAN RIGHTS POLICY

Respecting human rights is a fundamental part of SHPL's responsibility and is vital to operate our business sustainably. In this regard

- We are committed to respecting fundamental human rights in our operations, our value chain, and in the communities where we operate.
- We are open and fair in dialogue with all our stakeholders and commit to communicate effectively and courteously with external parties.
- We respect all fundamental human rights and will be guided in the conduct of our business by the provisions of The Protection of Human Rights Act, 1993 and amendments, United Nations Universal Declaration of Human rights (UNUDHR), the International Labour Organisation's (ILO) core labour standards and other national legislations.
- All our employees shall conduct themselves in accordance with the highest ethical standards.
- We are committed to identifying and preventing any adverse human rights impacts in relation to our business activities through human rights due diligence and preventive compliance processes.
- We aim to ensure that no form of discrimination is practiced in any area of our business including, recruitment, compensation, promotion, training, termination or retirement based on race, colour, ethnic origin, gender, age, religious beliefs, disability, marital status, social class, nationality, sexual orientation, gender reassignment or employment status.
- We recognise our employee's rights to join trade unions.
- We are committed to ensuring that our employees are able to work in an environment free of physical, psychological or verbal abuse, the threat of abuse and sexual or other harassment and, accordingly such actions are forbidden.
- In accordance with legislation, best practice and a prevailing knowledge of our industry we shall take all reasonable steps to prevent accidents and injury to health arising out of, associated with or in the course of work, by minimizing so far as is reasonably practicable the causes of hazards inherent in the working environment.
- All employees shall receive an appropriate level of training to enable them to perform their duties.
- Establish the process necessary to deliver the results in accordance with the requirements and implement the process to ensure Human rights are protected.